



TRAINING SEMINAR

ISSB CANDIDATES 133 PMA L/C

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

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INTRODUCTION

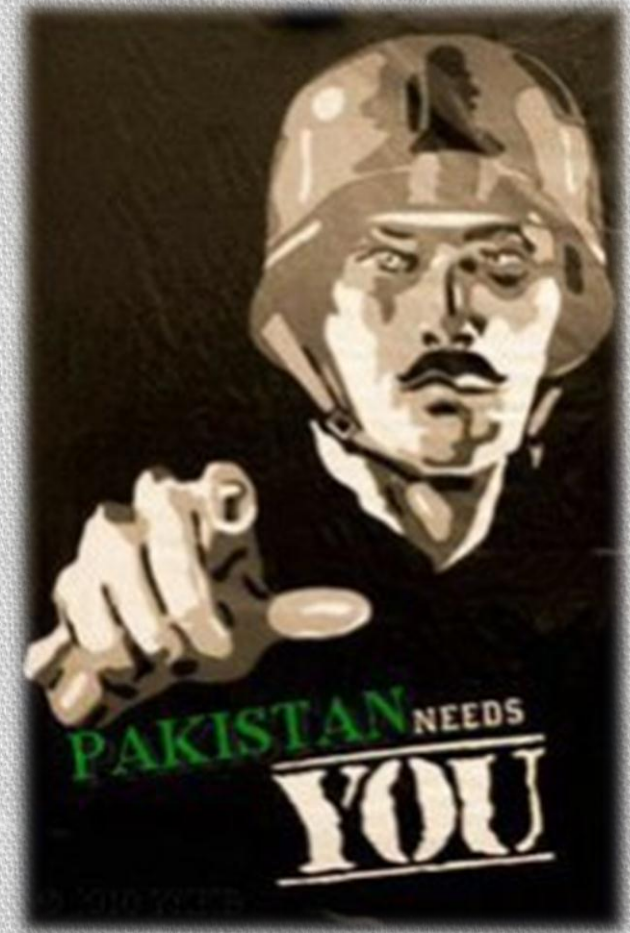
Introduction

- Pak Army is branch of the Pakistan Armed Forces responsible for land-based military operations
- It came into existence after the partition of sub continent in 1947
- Currently headed by General Raheel Sharif
- It is a volunteer force having active force of approx 550,000



Introduction

- Induction in Pak Army as Commissioned Officer is done through conduct of tests conducted in various stages
- Indls qualifying in Prelim exam and found medically fit are subsequently called for ISSB
- ISSB constitute various tests to gauge both mental and physical abilities of potential candidates
- ISSB test are conducted at three different locations including:-
 - Kohat
 - Gujranwala
 - Malir (Karachi)



A decorative illustration of a plant with several long, slender leaves and clusters of small, round buds or flowers, rendered in a dark brown color against a lighter brown background.

AIM

To provide guidance to candidates of 133 PMA L/C for optimum performance at ISSB

Sequence

- **Overview of Pakistan Army**
- **Requirements at ISSB**
 - Arrival Timings
 - Documents to be taken along
 - Dress / Kit Items
- **ISSB Test**
 - Testing Program
 - Introduction to ISSB Tests
 - Guidelines
- **Questions / Answers**



OVERVIEW OF PAKISTAN ARMY

History of Pakistan Army

- Founded on 14 August 1947
- **Size**
 - Active Troops - 550,000
 - Reserves - 500,000
- Motto

Iman



Taqwa

Jihad Fi Sabillillah

History of Pakistan Army

General Sir Frank Messervy



Commander in Chief
1947 - 1948

General Sir Douglas Gracey



Chief of General Staff
1948 - 1951

Field Marshal Ayub Khan



Commander in Chief
1951 - 1958

Mission Statement

- The Armed Forces shall, under the directions of the Federal Government, defend Pakistan against external aggression or threat of war, and, subject to law, act in aid of civil power when called upon to do so



History of Pakistan Army

- Pakistan received 6 Armoured, 8 Artillery and 8 Infantry Regiments compared to the 12 Armoured, 40 Artillery and 21 Infantry Regiments that went to India
- Pak Army fought 3 maj wars with India
 - Kashmir war – 1948
 - Indo Pak War – 1965
 - Indo Pak War – 1971
 - Kargil Conflict



History of Pakistan Army

- In the 1980s, Pakistan armed forces supported Afghan Mujahiddins by providing arms, ammunition and intelligence who were fighting Soviet invasion of Afghanistan
- The War resulted in successful withdrawal of Soviet forces from Afghanistan



History of Pakistan Army

- After 9/11, Pakistan joined War on Terror and successfully flushed the terrorists from Swat and South Waziristan
- Till today, Pak Army continues to fight the war in overcoming remnants of terrorists in FATA



Role of Armed Forces in Nation Building

- Natural Calamities
 - Floods
 - Earthquake
 - Major accidents
 - Rescue Operations
- Wapda Duties
- Survey of Schools
- Major Construction Work



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RANK STRUCTURE

Rank Structure

- Ranks and Files



Lance Naik



Naik



Havildar

- Junior Commissioned Officers



Naib Subedar



Subedar



Subedar Major

Rank Structure

- Officers



2nd Lieutenant



Lieutenant



Captain



Major



Lieutenant Colonel



Colonel



Brigadier



Major General



Lieutenant General



General

Arms



Artillery



Infantry



Armour



Signals



Aviation



Engineers



Air Defence

Services

- Army Services Corps (ASC)
- Electrical and Mechanical Engineers (EME)
- Army Ordnance Corps
- Army Medical Corps
- Army Education Corps
- Corps of Military Police
- Military Intelligence Corps
- Army Dental Corps
- Remount Veterinary and Farms Corps

Orgs

- Several army orgs operate in the commercial sector across the country including:-
 - **National Logistics Cell** responsible for tpt of goods across the country
 - **Frontier Works Organization** responsible for const
 - **Special Communication Organization** for provn of communications in remote areas of Pakistan

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HONORS AND AWARDS

Gallantry Awards

- Nishan-e-Haider



- Hilal-e-Jurrat



- Sitara-e-Jurrat



- Tamgha-e-Jurrat



- Imtiaz Sanad

Other Awards

- **Non Operational Awards**

- Sitara-e-Basalat
- Tamgha-e-Basalat
- Tamgha-i-Khidmat Class I
- Tamgha-i-Khidmat Class II
- Tamgha-i-Khidmat Class III

- **Civil Awards**

- Nishan-i-Imtiaz
- Hilal-i-Imtiaz
- Sitara-i-Imtiaz
- Tamgha-i-Imtiaz

REQUIREMENTS AT ISSB



Arrival

- Before 3 pm on the given date
- Normally, candidates who fail to report before 3 pm on the specified date are not allowed to join the tests. However, those reporting an hour or so late due to circumstances beyond their control may be accepted. Such candidates will reach ISSB under their own arrangements
- If you report late and are not allowed to appear before the Board, then the Board is not bound to test you on a subsequent date. Likewise, if you fail to report on the specified time and date, ISSB is not be bound to call you again
- On arrival day you will report at given time after having your lunch.

Arrival

- **ISSB Kohat.** Due to prevailing security situation, no pick and drop is available at ISSB Kohat and candidates are required to reach ISSB Kohat at their own
- **ISSB Gujranwala**
 - ISSB Gujranwala is about 7 kms away from Rahwali Check Post on GT Road and 4 kms from Garrison Check Post (MP Check Post 2)
 - Buses will be available at Garrison MP Check Post
 - First bus leaves at 1:00 PM
 - Last bus leaves at 1:45 PM
 - Private wagons also pass near the ISSB Gujranwala

Arrival

- **ISSB Malir**
 - It is 5 kms away from Malir Halt Railway Station / Bus Stand and about 15 kms from Karachi Cantt Station
 - First bus leaves at 1.00 PM
 - Last Bus leaves at 1.45 PM
 - This facility is only for out station candidates
 - Candidates coming from within Karachi may report directly to ISSB Malir Cantt

Boarding and Lodging

- You will be provided free messing and lodging at the ISSB. Therefore you need not to bring any bedding
- You can have your clothes washed and pressed on payment
- Barber's services are also available
- It has been observed that while coming to ISSB many candidates do not take precautionary measures regarding their food and consume eatable from unhygienic places. This carelessness makes them sick and can result into various stomach diseases, which affect their performance at ISSB. You are advised to be more careful regarding your food while traveling to ISSB and refrain eating from low standard sources

Clothing

- You are advised to take your clothing according to the prevalent weather as fol:-
 - Shorts white = 1 Pair
 - Canvas Shoes / Joggers = 1 Pair
 - Socks White = 1 Pair
 - Vest or Sports Shirt White = 1 Pair
 - Track Suit / Pull-over or Jersey (in winter) = 1 Pair
- Above items are also available with ISSB gift shop and canteen, which can be purchased on cash payment

Clothing

- Candidates are expected to appear before the Selection Board with a clean and smart posture
- In this regard, following dress may be worn during Group Discussion, Group Planning and Interview with proper hair cut and shave:-
 - Summer: Shalwar Qameez / Shirt and Trousers
 - Winter: Shalwar Qameez / Lounge Suit / Combination or shirt, Trousers and Pull over / Jersey

Documents Required

- You are required to take along the following **ORIGINAL** documents-
 - Original Matric certificate issued by board
 - Detailed marks sheet or Result card of matric
 - Candidates who have not been issued with Matric Certificate by their concerned board should furnish a certificate signed only by the Secretary Board
 - Candidates who appear with a “Duplicate” or “Revised” matric certificate or if they have amendments in their names or date of births, should provide certificate explaining the circumstances under which they were issued with “Duplicate” or “Revised” or Amended matric Certificate, signed only by the Secretary Board
 - The original certificate and marks sheet/result card of Intermediate (FA/FSc, DAE/D.Com/DBA/ICS) is mandatory
 - Appearing candidates who have completed FA/FSc part-I will bring original part-I marks sheet along with surety/hope certificate

Documents Required

- In case of “O”, “A” level, equivalence certificate and birth certificate are compulsory. PHOTOCOPY OF ANY CERTIFICATE WILL NOT BE ACCEPTABLE.
- Those candidates who have applied for the courses demanding qualifications higher than intermediate are also required to bring their superior degree/ certificates as mentioned in the concerned course advertisement
- Domicile is a must for all those candidates of remote areas, who are eligible to apply on 45% marks in FA/FSc
- No plastic coating is allowed on degrees/certificates except those which are already coated and cannot be removed
- In case of non-possession of above-mentioned documents you will not be allowed to appear in the test and will be reverted back without paying traveling allowance
- Before your arrival, you may contact GSO-2 (Selection) of your concerned ISSB on telephone number mentioned in calling up notices to clarify any doubt about educational certificates

Medical Facilities

- The Government of Pakistan will not be responsible to pay any compensation for any injuries sustained during the tests
- Every possible medical assistance will, however, be provided free of charge
- Seriously ill or injured candidates are treated at military hospitals

Other Facilities

- **Recreational Facilities**

- TV, newspapers and facilities for indoor games like Badminton and Table Tennis are available to the candidates

- **Traveling Allowance**

- Traveling allowance will be paid to you before departure from ISSB
- This is equal to the fare between the place of your residence and ISSB
- For this purpose your place of residence will be considered the one, which has been mentioned in your application
- For journey performed by road, the allowance will be calculated on the basis of bus fare
- If the road journey is shorter than the rail journey the allowance will be paid on the basis of bus fare

Prohibited Items

- Camera (all types)
- Audio – visual items
- Knife / Sharp weapon
- Mobile Phone
- Pets
- Liquors/ Drugs
- Fire Arms
- Government banned items
- Any valuable items
- Large sum of money

Miscellaneous

- Any attempt by you or by anyone on your behalf in the shape of “SIFARISH”, use of unfair means in Selection Board’s tests or non compliance of Board instructions will debar you for consideration for commission
- You are advised not to approach ISSB directly or indirectly, for any favor regarding your selection before or during your tests. Any violation of this may result in your withdrawal
- Candidates are not allowed to leave ISSB premises during their stay
- Every effort is made to ensure the safety of your belongings. However ISSB will not be responsible for any losses

Miscellaneous

- Mobile phones may be brought along however; these will be collected on your arrival at the Reception as mobile phones are not allowed in the premises of ISSB. The same will be returned to you before your departure.
- You will be photographed on your arrival. Its expenses plus various other expenses, which are not payable by the government, are charged from candidates on arrival day at the rate of Rs.50/- per head. An extra amount of Rs.10/- will be charged from recalled candidates
- Candidates will bring their own utility items like towel and essential toiletries
- You should bring your own writing material (blue ball point/ink).
- All required items are also available at ISSB Canteen on payment



ISSB TESTS

A PREVIEW

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TESTING PROGRAM

Day 1 - Reporting Day

- Reception
- Checking of Documents
- Allotment of Chest Numbers
- Candidates are Photographed
- Administration Staff's Address
- Writing of Unforgettable Incident on Bio Data Forms

Day 2 - Testing Day

- Opening Address by Deputy President
- Intelligence Test
- Psychological Test

Day 3 - GTO's Day

- Initial Briefing
- Group Discussion
- Lecturrate
- Group Planning
- Progressive Group Task
- Half Group Task

Day 4 - GTO's Day

- Individual Obstacles
- Command Tasks
- Final Group Task
- Mutual Assessment
- Interview (Deputy President)

Day 5 - Conference Day

- Conference
- Re-interview (if required)
- Payment of TA/DA
- Departure

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DAY 1 - REPORTING DAY

Filling up of Bio Data Form

- At ISSB after arrival at the selection center, you will be given a bundle of Bio Data forms to fill
- Bio Data forms are about your daily life, interests, activities, hobbies, your parents and their occupation, your family and friends
- You are required to be sharp while filling the forms
- Bio data forms should be filled clean and tidy as they provide interviewer first impression of the candidate

Filling up of Bio Data Form

- Bio Data Form is a multi sheet form which requires different personal information regarding you
- This form is with the interviewer on the third day of ISSB and he asks questions related to you by reading from it
- Caste and Sub-Caste Question
- About your Date of Birth and Age
- Relatives in Armed Forces
- Monthly Income of Parents
- Self Description – Some Event in Your Life
- THE DATA SHOULD BE FILLED NEATLY AND ACCURATELY

Self Description

- The main purpose of this question is to get to know you better, to see your emotional level, to see what kind of things you can bear, and how eventful your life has been, and if the event is life changing, then how has it influenced your life. You may be asked to write about
- The most tragic event of your life; may be demise of some close loved one
- The unforgettable incident in your life; it can be happy or tragic
- The most happiest event in your life
- The most shocking event in your life; it can be positive or negative but certainly a positive event is advisable
- You may be asked questions related to that event

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DAY 2 - TESTING DAY

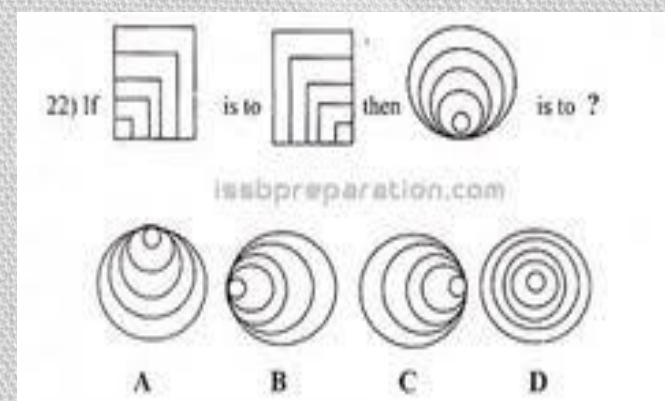
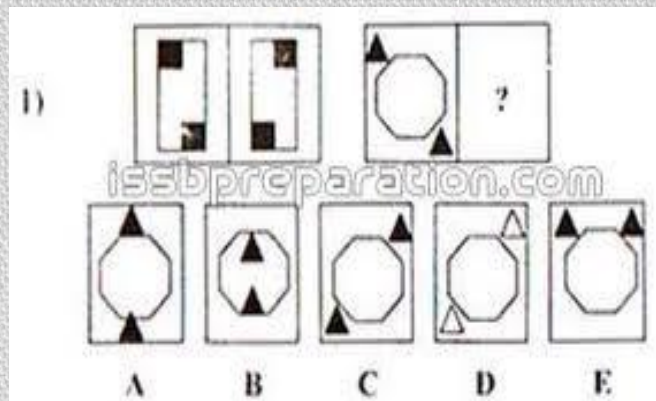
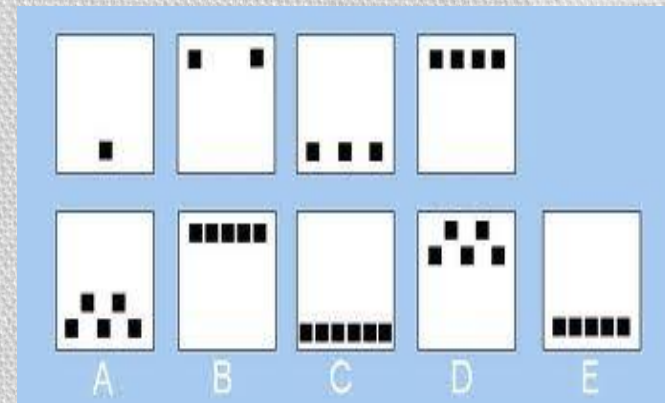
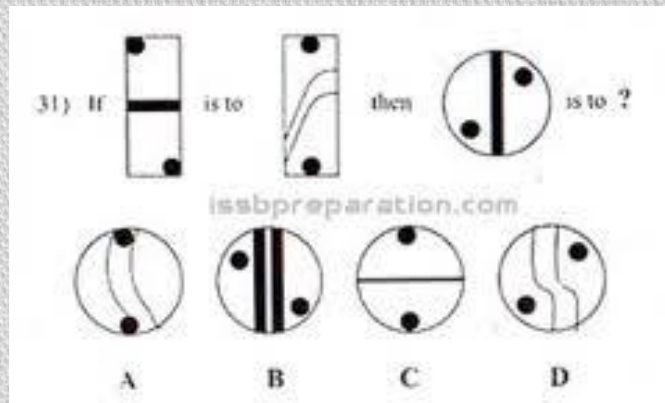
Psychological Tests

- These tests include intelligence and personality tests and are held on the morning of the first day
- Intelligence Tests; these are of two main types, verbal and written
- Mechanical Aptitude Test; designed to assess candidates' basic mechanical sense
- Personality Tests; these are written tests of analytical/ projective type and answers provide insight on the personality of the candidate

Fill in the Blanks

- Camera is to photographer as _____ is to soldier.
- Complete the series:
 - 2, 6, 9, 13, 16, ...,
- Insert the missing letters to form a sensible word:
 - SK ___ TI ___ G
- What is it that you see once in a MINUTE, twice in a FORTNIGHT but never in a YEAR or even in the whole LIFE
- Abdul is 5 years older to his wife who is 5 times as old as her daughter. If the daughter was 5 years old 3 years back, what is the age of Abdul?

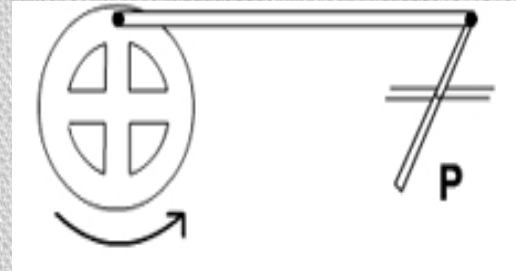
Figure Tests



Mechanical Aptitude Tests

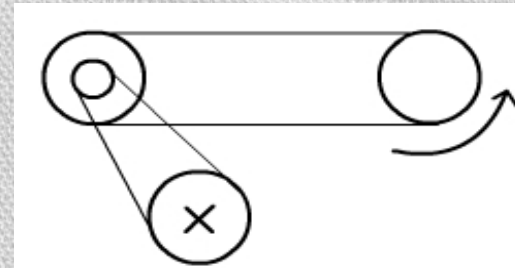
- **If the wheel rotates as shown, P will**

- move to the right and stop
- move to the left and stop
- move to and fro
- none of these



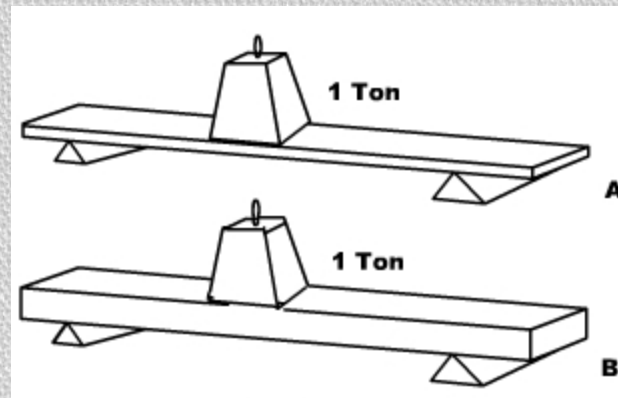
- **Which way does wheel X move?**

- either
- anti-clockwise
- clockwise
- stays still



Mechanical Aptitude Tests

- Which plank is most likely to break?
 - A
 - B
 - Either



Word Association Test

- Love
- Atom
- Knife
- Work
- Fortune
- Child
- Stop
- Knowledge
- Girl
- Flower
- Time
- Father

Sentence Completion Test

- He saw many _____
- His hobby is _____
- This is my _____
- The power of enemy _____
- Pakistani girls are _____
- Pakistani films are _____
- In my leisure time I _____
- Our future lies in _____
- She is not _____
- I Saw a _____
- He has a knife for _____
- His father drank and _____

Personality Tests

- Are you Thinking or Action type?
- Are you Objective or Subjective?
- Are you Open-Minded or Narrow-Minded?
- Have you an Inferiority Complex?
- Are you Masculine or Feminine?
- Do you Impress People?
- Are you Tactful or Tactless?
- Do you Feel Secure?

Thematic Appreciation Test

- It comprises a series of standard pictures
- These pictures are displayed to the candidates one by one
- They are required to write a story on every picture
- In their story, they have to state what people are doing, what was the reason of the situation and what will be its result

Picture Story Writing



Picture Story Writing



Picture Story Writing



Guidelines for Tests

- Personality tests are designed to check the mental agility of the candidates along with other aspects
- Try to be as original as possible because it will not be possible to hold on to the concept that conflicts your personality
- Completion of the word association tests and sentence completion tests is important
- Be positive in attempting psychological tests
- Story writing tests your intellectual ability
- A story must have a **start**, a **climax** and an **end**
- You may like to add few characters but too many of them makes the story complex and difficult to end logically

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DAY 3 - GTO DAY 1

Group Discussion and Lecturate

- **Group Discussion**

- A topic will be given by GTO for discussion by the group
- Each candidate is expected to give his opinion on the given topic
- Candidates should not repeat the ideas of others and should come up with new ideas
- Give chance to others also

- **Lecturate**

- After the group Discussion , Lecturate will be held
- Topic will be allotted by the GTO
- Each candidate will be given 2 Mins for preparation
- Each candidate will speak for 2-3 Mins with choice of language
- During speech, donot forget the topic
- Avoid verbose and try to talk sense

Sample Topics for Group Discussion

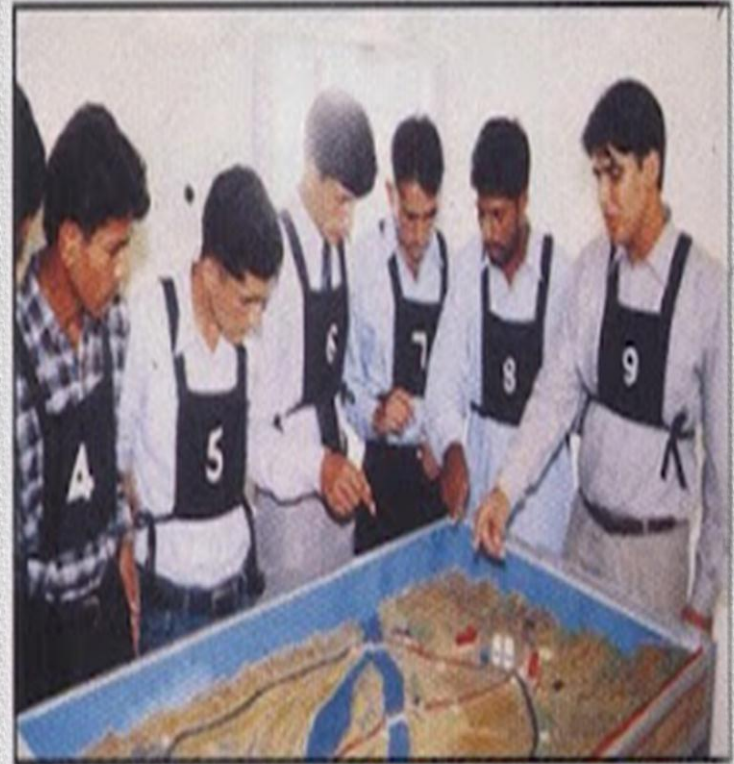
- The Evils of Superstition
- Look before you Leap
- Self Help
- No Risk, No gain
- Ambition
- Technical Education
- Science our Mother and Step-Mother
- Science in the Modern World
- Islam Promotes Science
- Islam is the only Religion of Mankind

Sample Topics for Lecturate

- Blessings and Evils of Money
- Importance of Purdah for Women
- Causes of National Decay
- Flattery
- Need of Islamic Education
- Obligation of Jihad in Islam
- Liberty
- Unity
- Patriotism
- Female Literacy in Pakistan

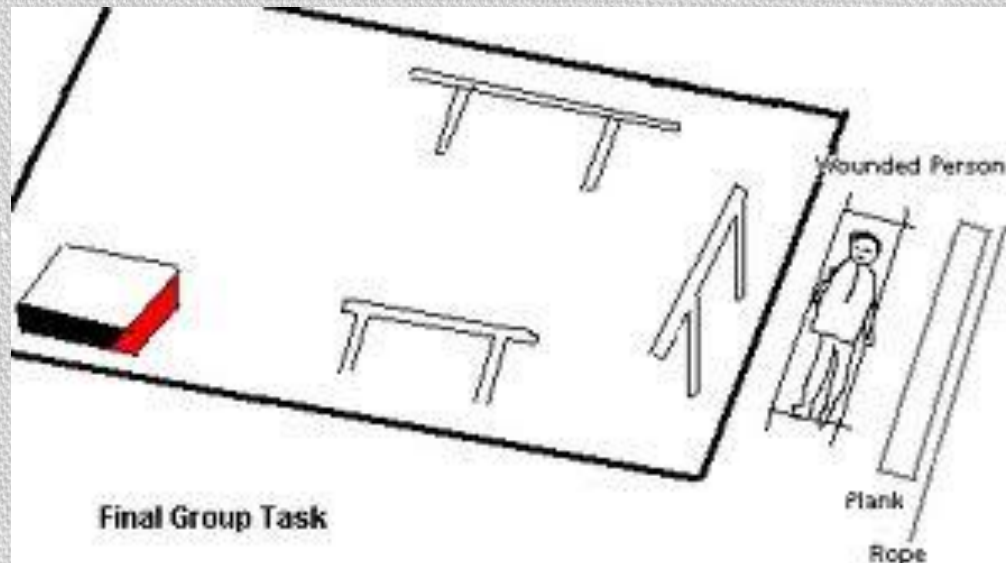
Group Planning

- In this test a problem is given on a small model
- Candidates are asked to start evolving the plan
- 15 Mins are given for mutual discussion which will be observed by the GTO
- After discussion, candidates are asked to present the plan



Progressive & Half Group Tests

- Group tasks are conducted in which candidates are presented practical situation and left to solve these
- Normally these comprise obstacles over which the group is required to plan and carry objects of sufficient bulk and weight to a given point



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DAY 4 - GTO DAY 2

Individual Obstacles

- **Candidates are asked to negotiate following obstacles:-**

- Tyre
- High Jump
- Ditch
- Zig Zag
- **Double Boxing Ring**
- **Tarzan Swing**
- **Monkey Bridge**
- **Hangman's Rope**
- **Hanging Log**



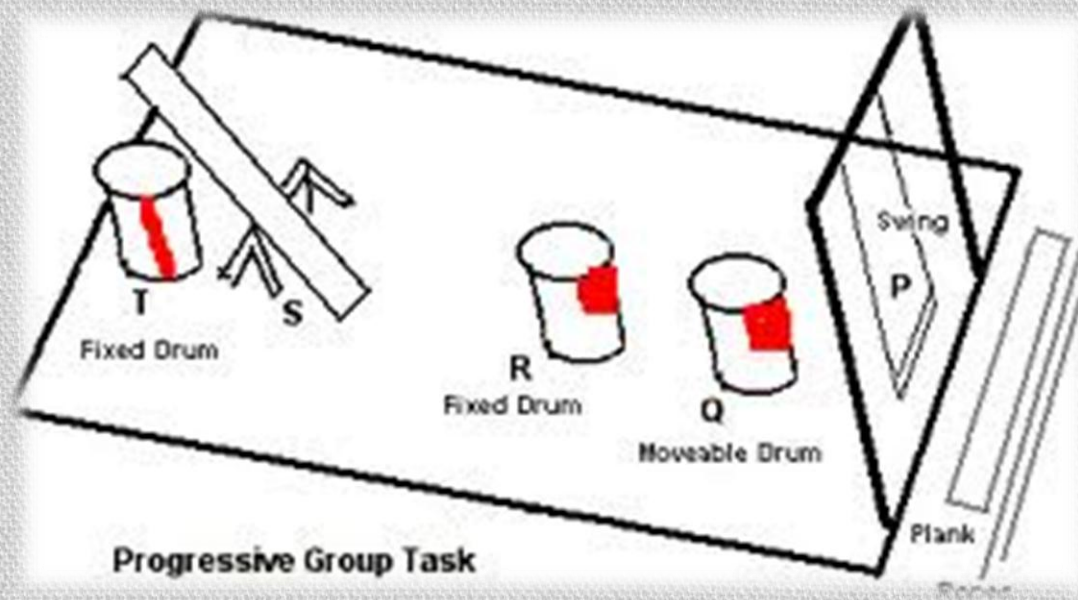
Individual Obstacles

- **Guidelines**

- Obstacles are easy for an average physically fit person
- Make a plan and then attempt
- If stuck up at one obstacle, try it twice and then move to the other
- Every candidate is expected to attempt at least 7 obstacles
- Use your head rather muscles while negotiating the obstacles
- No one has ever died while attempting the obstacles
- Consider them as ***adventure rather than test***

Command Tasks

- Each candidate is in turn appointed the commander of the group and given a practical task requiring team work



Interviews

- Interviewer assesses the candidates in an informal and objective manner
- The questions would mainly pertain to the candidate's life, academics, awareness and general aspects requiring the candidates' views



Interviews

- Just don't worry if you feel butterflies fluttering in your stomach.
Same happens to everyone while going for the interview
- Start is important to make you comfortable
- National and international affairs should be seen in detail
- General knowledge is a vast subject but you should be at least current with the world affairs that are more relevant today
- Problems faced by Pakistan
- War on terror and relations with neighbouring countries

Interviews

- Likely Questions

- What motivated you to join the Army?
- Cross questions from the data given in the bio data forms
- Habbits
- Envmt from which the candidate has been brought up
- Whom you think is the best in your group
- Arithmetic questions; in case you are stuck up your method should be correct



GUIDELINES

Psychological Tests

- Do not try to frame the expressions by taking too long
- Time is constrained and you should bring forth the idea that first comes to your mind on seeing the word
- This is a test of your acquired knowledge as well as your inbuilt intelligence both of which have matured by now, so be original and honest in solving the tests
- Keep the importance of time foremost in your mind

Group Discussions

- Carefully listen to the briefing by GTO
- Take interest and remain active during the discussion
- Understand topic first and then comment on it
- Talk with confidence to the whole group looking in the eye of each candidate, and you must not keep looking at the GTO
- Don't be rigid in your ideas, must accept criticism with open mind
- Cooperate and give time to others
- Do not hesitate or stop even if you are making grammatical mistakes

Lecturette

- Topics given for the lecturette are simple and related to day to day matters
- You are given two minutes to establish a concept and two minutes to deliver your ideas
- Try to understand the topic and develop a logical sequence
- Talk relevant and to the point
- Quote facts and figures to add weight to your talk

Group Planning Tasks

- You must strive for winning the distinction of being the leader of the group
- You must examine the narrative and try to catch the importance of the matter in your mind before presenting your solution to the group members
- If your given judgment appears to be wrong, then you must admit it cheerfully and quickly
- Listen to the GTO like a story and remain attentive. Too many details are given in a lesser time. A moment of distraction can put you in back burner
- Limitations should be kept in mind
- When one is presenting the plan, you should not go in hibernation
- **Most important - See the whole task till the end**

Command Task

- As a commander you may take suggestions from your comrades but don't become their slave
- You should not hesitate from helping the group when it is time of need
- Standing like a commander and just giving the orders is not desired out of a leader; key point is – **LEAD FROM THE FRONT**
- Occupy the pivotal position in a manner that helps him supervise the task and to be at the critical place without difficulty at the time of need
- If you are not the leader, cooperate with others and give your honest opinion
- **Never remain in the background**

Individual Obstacles

- Do not try to attempt the obstacles in haste
- The time can be best saved by speeding up while running between the obstacles
- Make a plan and follow the obstacles in a sequence
- Feel confident and calm while attempting the obstacles

Interview

- Neat, decent and **formal** dress up
- Use appropriate colours / combination of your dress
- Trimmed haircut / shave
- Don't be afraid of Interviewer and speak in natural way
- Don't bluff and don't be rude
- Take due care of non-verbal communication i.e. your **body language**
- Look at the examiner in the face without staring
- Do not move your hands impatiently
- Do not show off

Interview





A SMALL STORY 'BUILDING YOUR HOUSE'

Building Your House

An elderly carpenter was ready to retire. He told his employer-contractor of his plans to leave the house-building business to live a more leisurely life with his wife and enjoy his extended family. He would miss the paycheck each week, but he wanted to retire. They could get by.

The contractor was sorry to see his good worker go & asked if he could build just one more house as a personal favor. The carpenter said yes, but over time it was easy to see that his heart was not in his work. He resorted to shoddy workmanship and used inferior materials. It was an unfortunate way to end a dedicated career.

When the carpenter finished his work, his employer came to inspect the house. Then he handed the front-door key to the carpenter and said, "This is your house... my gift to you."

The carpenter was shocked!

What a shame! If he had only known he was building his own house, he would have done it all so differently.

So it is with us. We build our lives, a day at a time, often putting less than our best into the building. Then, with a shock, we realize we have to live in the house we have built. If we could do it over, we would do it much differently.

But, you cannot go back. You are the carpenter, and every day you hammer a nail, place a board, or erect a wall. Someone once said, "Life is a do-it-yourself project." Your attitude, and the choices you make today, help build the "house" you will live in tomorrow. Therefore, Build wisely!

A stylized, light brown illustration of a plant with several leaves and small, round buds on thin stems, positioned on the left side of the slide.

**Have Faith
in Allah**

A stylized, monochromatic illustration of a plant with a central stem, several leaves, and a cluster of small, round fruits or berries. The plant is rendered in a light beige color against a dark brown background on the left side of the page.

Thank You